



FEFFLA Federal Employee Family Friendly Leave Act	Sick Leave to Care for Family Member with a Serious Health Condition	FMLA Family Medical Leave Act
USE: Provide care for a family member who is incapacitated (physical or mental illness, injury, pregnancy, childbirth), provide care for a family member as a result of examination or treatment (medical, dental, or optical), or make arrangements for or to attend the funeral of a family member. Use TC 62 with prefix of 62.	USE: Provide care for a family member with a serious health condition. A serious health condition is a long-term condition with a lengthy treatment and recovery period. This includes pregnancy and childbirth. Use TC 62 with a prefix of 62.	USE: For birth and care of a child, for adoption or foster care, for the care of a family member with a serious health condition, and for recovery from your own serious health condition.
FAMILY MEMBER: Your spouse and their parents, your children (including adopted) and their spouses, your parents, your siblings and their spouses, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship	FAMILY MEMBER: Your spouse and their parents, your children (including adopted) and their spouses, your parents, your siblings and their spouses, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship	FAMILY MEMBER: Spouse, son or daughter, and parent
ELIGIBILITY: A Full-time employee may use 40 hours of sick leave each calendar year. An additional 64 hours of sick leave may be used each year if the employee maintains a balance of at least 80 hours of sick leave.	ELIGIBILITY: An employee may use up to 12 workweeks each calendar year of sick leave if he/she can maintain a balance of 80 hours of sick leave. The 104 hours of sick leave under FEFFLA must be subtracted from this 12-week entitlement	ELIGIBILITY: Employees are entitled to up to 12 weeks of unpaid leave over a 12 month period. Annual Leave (and Sick Leave – see Sick Leave to Care for Family Member with Serious Health Condition) may be substituted for LWOP.